

UBCP/ACTRA is committed to promoting a safe and positive learning environment for all Performers, both on and off set. It is important for Performers to know their rights, and what is considered appropriate conduct for a teacher in a classroom or coaching setting.

Standards of Professional Conduct apply to all Members of UBCP/ACTRA.

All Members are expected to: demonstrate honesty and integrity; respect the rights and boundaries of others, and treat others with respect at all times, regardless of economic status, race, colour, national or ethnic origin, language group, religion, gender, sexual orientation, age or ability.

All Members when teaching and coaching are expected to refrain from discrimination, bullying and all forms of harassment, and physical or sexual assault. A teacher must honour a student's right to say **NO** to nudity or sexually explicit content.

STUDENTS' RIGHTS

You can say **NO** to nudity or sexually explicit content. This extends beyond the training environment and into the professional world. You are **always** entitled to refuse an audition based upon personal boundaries regarding nudity or content of any kind.

There are many resources available to you. If you are made to feel uncomfortable; are unsure about behaviour that you have witnessed or experienced; or are harassed in any way in any acting class or coaching setting, please contact: report.it@ubcp.com or contact the Union's discipline officer to discuss your concerns.

DEFINITIONS

One definition of **Sexual Harassment** is:

- unwelcome conduct,*
- of a sexual nature.

Unwelcome conduct is conduct that a reasonable person, in all the circumstances, would know was not welcome by the complainant.

Sexual Assault

Sexual assault is a criminal offence under the *Criminal Code of Canada* and is described as:

- non-consensual touching;
- of a sexual nature; and
- that violates the sexual integrity of the victim.

More information on Bullying/Harassment and Sexual Harassment and Assault – link to more info)

[LINK](#) to all teachers /coaches who have signed the voluntary Code of Conduct)

Christine Willes agree to adhere to this Code of Conduct*
(Print Name)

Christine Willes
(Signature)

Jan 18 2018
(Date)